SUNY
SCHENECTADY
COUNTY COMMUNITY COLLEGE

MANY VOICES, ONE CALL – The Strategic Plan to 2026

PRESIDENT'S REPORT

December 15, 2025

THE CULTURE OF CARE AND SUCCESS

Academic Affairs

David Wolf, Director of Instructional Design and Online Learning oversaw the integration of the Open Learning Initiative (OLI) tool into Brightspace. Now, faculty can seamlessly import OER content into their courses through Brightspace to effectively reduce student cognitive load when learning and save students money (given that the OER content is free). (1.1, 1.3)

On November 5-7, Reference Librarian (PT), Dr. Sine Rofofsky presented four workshops centered around self-advocacy, accessibility and Diversity, Equity and Inclusion (DEI) at the New York Library Association (NYLA) Conference held in Saratoga Springs, NY. He co-presented *Neurodivergent Library Experiences: Promoting Inclusivity* with Dr. Lauren Lestremau Allen of Empire State University's CAARES program in which participants were guided through an exploration of neurodivergence, offering first-person views of some of the roadblocks neurodivergent people may experience relating to accessibility, equity and inclusion. (Gen P1)

Strategic Initiatives and Planning

The Office of Admissions conducted a Whole-Class Instant Admit event at Duanesburg Central School District on Tuesday, November 4. During this visit, the entire senior class received acceptance folders and SUNY Schenectady t-shirts and participated in a class-wide assembly highlighting academic programs, student support services, and next steps in the enrollment process. The graduating class of 42 seniors then joined Admissions staff for group photos and a celebration of their accomplishments and future plans (Gen P1).

ASAP currently serves 255 students with 13 projected to graduate at the end of this semester, putting the program on track to achieve the SUNY ASAP graduation benchmark (1.3; Gen P2).

Workforce Development and Community Education

In November, Liberty ARC signed a Provider Agreement to partner with SUNY Schenectady's Workforce Development and Community Education in the OPWDD grant.

DELIVERING A MEANINGFUL STUDENT EXPERIENCE

Academic Affairs

On November 7, more than 200 students from six local high schools attended the MSTH STEM Day event. 26 Smart Tech grant students in the Early College High School program (9th & 10th graders) studying at Center City High School also attended. Students met with representatives from partner 4-year institutions, toured the mobile learning labs, tried the aviation traffic control simulations and lunched with faculty and industry partners. (2.1, 2.3 & 2.4).

On November 17-19, Dr. David Brough, Dean HCAT visited five culinary students participating in the Disney Culinary Internship Program at Walt Disney World. He also met leaders of the Disney recruitment team and visited each of the properties where his students work including the Polynesian and Grand Floridian resorts. (Gen P2)

On November 20, Directors Jacquie Keleher, Michelle Ragucci, and Robyn King planned and hosted a very successful Long Night Against Procrastination from 5pm – 11pm. The evening included the usual research and academic writing workshops, therapy animals, snacks, coffee, resource tabling, tutoring and the highest student attendance since COVID (110). (Gen P2)

On November 21, Instructor Michael Niccoli accompanied HCAT student Kira Willis to a regional American Culinary Federation competition at Broome County Community College in Binghamton, NY. Amid challenging circumstances, she delivered an outstanding performance and Kira earned a silver medal. She is now moving forward on the path toward the regional qualifiers for Student Chef of the Year. (Gen P2)

The Career & Transfer Services Team planned and implemented the Fall 2025 Level Up Professional Development Day and Internship Fair, bringing in speakers and representatives from Civil Service and other agencies. They also hosted a Career Clothing Closet "pop-up" during the Level Up Speed Networking event to ensure students had access to professional attire. The change of clothes had a profound effect on student attitudes as well as their appearance. (Gen P2)

Development and External Affairs

The Foundation paid for Phi Theta Kappa memberships and helped fund a reception for 53 high achieving students.

Office of Diversity and Inclusion

Catia Laird de Polanco, Associate Professor, consulted with Jessica Gilbert, Dean of Learner Support, on Credit for Prior Learning considerations unique to the evaluation of world languages credit to better support adult learners and to streamline study for eligible students.

Information Technology Services

Our commitment to creating a consistent and modern learning environment continues to drive the Classroom Technology Standardization Initiative. This month, we made significant progress on the campus-wide audit of instructional spaces. The audit includes a detailed inventory of existing equipment,

assessment of hardware condition, and review of classroom layouts for accessibility and usability. These findings will inform a centralized audit report that highlights gaps and opportunities for improvement.

In addition to the audit, we are actively defining standard hardware and software configurations that will serve as the baseline for all classrooms. These standards include minimum and recommended specifications, device models, licensing policies, and procurement guidelines. By implementing these standards, we will reduce variability across classrooms, simplify support processes, and ensure faculty and students have access to reliable, high-performing technology.

Initial upgrades have begun, following the completion of vendor quotes earlier this fall. The first group of classrooms scheduled for upgrades has been prioritized based on utilization rates and faculty feedback. These enhancements will support active learning, hybrid instruction, and digital collaboration, reinforcing our commitment to delivering a meaningful and equitable student experience.

Marketing and Public Relations

Marketing is partnering with the Foundation to create a branded wrap for the new EV Food Pantry delivery van. The van wrap will contain similar design elements used to identify the pantry on campus, and will contain information for how the public can donate to the campus food pantry. The newly wrapped van will be received by the college in early December.

Strategic Initiatives and Planning

The Office of Admissions hosted the annual SUNY Schenectady Fall Open House on Saturday, October 25, welcoming more than 300 guests, including 125 prospective students. Visitors explored program spotlights, interactive demonstrations, and tours across campus, including experiences in the Esports Arena, Mobile Classrooms, and Culinary Arts facilities. The event generated strong results, with 14 new student applications submitted and five students registering for New Student Orientation, reflecting strong engagement and continued interest in SUNY Schenectady's programs. Multiple offices from across the campus working to support this important enrollment effort (Pillar 2; 3.1).

Mary Silvestri, Director of Admissions and Matriculated Enrollment, and students from the SGA met to discuss how students can support and participate in the enrollment process. This collaborative effort will include setting up regular meetings for students to share their perspectives and input on communications and best ways to outreach prospective students in the community (Pillar 2).

The Advising team completed pre-advising meetings with students in preparation for the Spring 2026 semester. In collaboration with the Registrar's Office, all pre-advised students had their schedules entered and processed on the first day of the Winter/Spring enrollment cycle, supporting advances in enrollment numbers year-over-year. Efforts continue with communications across campus directly to students from the team and postings on the REACH screens (2.1; 2.3; 2.5).

Mitzi Espinola, Director of Academic Advisement and Retention, and Anna Westerman, Assistant Director of Academic Advisement and Retention, and Mary Silvestri, Director of Admissions and Matriculated Enrollment, along with members of the Starfish team worked to create a faculty flag to alert advisors to students who may be struggling with courses at the mid-term point so that Advisors can outreach them specifically for support (2.1; 2.3; 3.1).

Student Affairs

SGA/Student Activities
Student Activities Advisor Christina Charette accompanied 6 members of the Student Government Association to Syracuse for the annual SUNY Student Assembly conference on November 14 and 15.

Financial Aid
Mark Bessette and Cynthia Decker attended Schenectady High School to assist students admitted through the October instant admit program with completing their FAFSA and TAP applications. Twenty-three students registered for the event and the staff was able to complete applications with 18 students.

Mark Bessette spoke at Schenectady High School's Financial Aid Night, presenting to juniors, seniors, and their families on navigating college costs and understanding financial aid programs. Eight families attended the event.

Nicole Grant represented the Financial Aid Office at LNAP by hosting a tabling event designed to increase students' comfort in discussing financial topics by creating a fun, approachable environment. Students played a financial aid–themed Plinko game and answered financial literacy questions, helping them engage with money-management concepts. She also provided guidance on completing financial aid and scholarship applications for the next academic year and discussed Spring 2026 registration.

Wellness and Support Services
Expanded Food Pantry Outreach:
Recorded two informational videos with Baker PR, Karen Smith, and Dr. Moono to promote Food Pantry utilization and provide step-by-step guidance on creating a PantrySoft account and placing online orders.

Community Health Engagement:
Hosted a successful American Red Cross blood drive, resulting in the collection of 18 units of blood.

Holiday Food Security Initiatives:
Donated 100 cans of sweet potatoes to Concerned for the Hungry for their annual Thanksgiving drive.

Assisted Karen Smith and the Foundation Board in assembling 100 Thanksgiving Meal Kit bags for campus distribution.

Distributed 100 Thanksgiving Meal Kits, with turkeys donated by the Glenville Price Chopper.

Distributed an additional 25 turkeys donated by Rivers Casino.

Student Academic Support & Engagement:
Collaborated on the Long Night Against Procrastination, which drew more than 100 students who participated in academic support sessions, tutoring, games, and refreshments while using the time to advance their coursework.

Workforce Development and Community Education

Mobile Training Labs

On November 7 - STEM Day on SUNY SCCC campus, Both STEM Technology Lab and Healthcare Lab open to students and the community, over 100 students visited.

On November 12 - Hudson Valley Community College's South Campus, STEM Technology Lab open to the community and students, 28 attendees visited.

On November 13 - Bethlehem High School, STEM Technology Lab open to students, over 100 students visited.

On November 14 – SUNY Adirondack Saratoga Campus, Healthcare Lab hosted Introduction to Healthcare, 46 students visited.

On November 17 – South Colonie High School - Healthcare Lab hosted Introduction to Healthcare, 54 students visited.

On November 25, Professor Jay Larkin, Sarah Wilson-Sparrow met with Primary Food Group to discuss apprenticeship opportunities in Chef and Cook NYSDOL trade titles.

BUILDING ORGANIZATIONAL EFFECTIVENESS

Academic Affairs

Suzanne Neary, College and High School Project Director collaborated with Jessica McHugh-Greene, Graphic Designer to update the Early College webpage to better reflect current information about the program ahead of AY 2026-27 recruitment. (3.4 & 3.5)

Administration

The college's Cafeteria Skylight and CST Building entrance/Restroom projects neared completion. Both projects are scheduled to conclude in late December. In January, renovations to the Carl B. Taylor Auditorium lighting systems, house sound baffles and replacement of exterior house and stage doors will commence. This project is to be completed in early Spring 2026.

Engineering and architectural work for the Elston Hall Façade and Window Replacement project were competed in December. Bids are schedule to be released in mid-December with construction to start when the warmer weather permits. This project is an extension of repairs to the exterior brick façade of Elston Hall with restoration of the original 1925 large lobby and Van Curler Room windows.

Work continued on the new college-wide fire alarm system in the Gateway and CST Buildings. Additional work in the CST building is to occur in December and January. This project will expend to other parts of the campus in 2026 upon approval of the State budget.

Architectural and engineering work on the Elston Hall Basement Hallway project and the Begley Building Basement continued. In late November the Elston Hall drainage pipes were examined to determine their condition prior to renovations to the basement hallway. Engineering work to replace the rooftop drain pipe in Begley Hall will occur during December to replace the portion of the pipe that is broken under the building slab causing infiltration of water into the garage area.

Development and External Affairs

The Foundation has begun a 360-degree study of scholarship effectiveness on increasing enrollment in an effort to maximize the power of scholarship support on our students' persistence.

The Foundation Board put together 100 Thanksgiving bags for our holiday food giveaway.

Office of Diversity and Inclusion

On November 13, 2025, Catia Laird de Polanco, Associate Professor & Chief Diversity Officer, and Susanna Adams, Disability Resource Office Coordinator & Electronic Information Technology Accessibility Officer, published updates to the Digital Accessibility Hub, including the addition of Tables accessibility guide.

Susanna Adams, Disability Resource Office Coordinator & Electronic Information Technology Accessibility (EITA) Officer, led the EITA Committee in the introduction of a digital accessibility inventory form. The form was collaboratively developed by the Electronic Information Technology Accessibility Committee to support offices in the self-assessment and tracking of EITA needs.

Human Resources

Employee Wellbeing & Campus Climate
Human Resources continues to advance initiatives that strengthen employee wellbeing, community connection, and organizational resilience.

Wednesday Wellbeing Messages – November Focus Areas
Our monthly communications provided timely guidance that supports employee preparedness and wellbeing:
- November 5: Preparation for Open Enrollment
- November 12: Promoting a culture of Kindness
- November 19: Winter travel readiness and safety
- October 22: Proper Medication Disposal to support personal and environmental health

We also partnered with our preschool neighbors to host a Halloween parade, fostering community engagement and interdepartmental collaboration.

Workplace Wellbeing & Engagement Initiatives
To support morale and employee connectedness, the Workplace Wellbeing Committee is coordinating seasonal engagement opportunities, including "Silly Sock Day," "Shiny & Bright Apparel Day," and "Ugly Sweater Day." These activities help reinforce a positive culture during a busy time of year.

Employee Support Services
Human Resources provided individualized support and counseling throughout the month, including:
- Leave counseling for five employees
- Retirement counseling for two employees
- Onsite crisis counseling through our Employee Assistance Program (EAP)
- Onsite retirement planning appointments with Corebridge

These services reinforce HR's role as a strategic partner in employee wellbeing and organizational stability.

Benefits Engagement
On November 6, HR hosted a well-attended Employee Benefits Fair featuring informational materials, vendor participation, giveaways, and a scavenger hunt designed to increase employee engagement with available resources.

Talent Acquisition & Staffing
HR continues to support operational effectiveness by advancing critical searches across the College.
Active Searches: 15 Total
- CSEA: Three
- Faculty: Two
- Professional Staff: 10

New Employee Onboarding
We welcomed nine new employees this month, ensuring they received a supportive, well-structured onboarding experience aligned with institutional expectations and culture.

Information Technology Services

We are advancing efforts to strengthen IT governance and organizational structure. Updated charters for the Information Technology Committee (ITC), Academic Technology Committee, and Banner User Group are in development, alongside the creation of a new Institutional Data Governance team. These

governance bodies will provide a framework for transparent decision-making, strategic alignment, and improved accountability across technology initiatives.

Cybersecurity remains a critical focus area. Work is underway to implement a comprehensive cybersecurity strategy, which includes updated security policies, proactive monitoring, and a campus-wide security awareness program. These measures will enhance our ability to safeguard institutional data, enforce compliance standards, and mitigate emerging threats.

Planning for the VOIP system migration has also commenced. This initiative will modernize our communications infrastructure, improve reliability, and support hybrid work environments. Requirements gathering and RFP development are scheduled for early 2026, positioning us for a smooth transition later in the year.

Additionally, we are developing a robust support service model to improve incident management workflows, expand the service catalog with Service Level Agreements, and enhance the IT knowledge base. These improvements will increase efficiency, reduce resolution times, and elevate the overall quality of IT services provided to the campus community.

Strategic Initiatives and Planning

Amy Student, Academic Advisor, continues to update Advising documents and our website content to meet Digital Accessibility guidelines. This is aligned with the efforts of all SI&P departments to ensure we are on target for accessibility and the upcoming 2026 requirements (Gen P3).

Yvonne Goldman, Academic Advisor, attended the Achieving the Dream Data Working Group meeting to discuss the group's goals and grade distribution outcomes data. Her Working Group also met with the ATD Data Coach to discuss next steps for the Data Working Group. Yvonne paired this with facilitating a faculty meeting using an activity she created support the use of standardized data terminology across campus. Twenty-three faculty members were in attendance (2.3; 3.3).

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ENSURING FINANCIAL SUSTAINABILITY AND SELF-SUFFICIENCY

Academic Affairs

The School of Music held two recruiting events this month including a six-hour Brass Day for 30 prospective music students organized by Professor Allyson Keyser and a five-hour High School Choral Workshop for 400 prospective music students organized and hosted by Joseph Han, Choral Director with the assistance of adjunct faculty.

Kayla Pallas, Early College Project Director completed tuition billing for on-campus 11th and 12th graders with Marisa Daigle, Bursar for the Fall 2025 semester resulting in grant funding for more than $116,000 in tuition and fees.

Administration

The college's 2026 Capital Budget with supporting documentation from the County Legislature was submitted to SUNY for consideration in the 2026 New York State budget process. The college's request included $11,200,000 in campus-wide projects and $18,000,000 for funding for the new Aquatic Center.

In mid-November, a call letter to college divisional heads was released for the 2026-27 operating budget request. These requests are due back to the Office of Administration in early January.

Development and External Affairs

2025 Year End Annual Fund solicitation letters were sent to 4,016 constituents with a goal of raising $25,000. Many were hand-signed by Dr. Moono.

Notable gifts include:
$44,000 to Charlie's Gift Scholarship
$5,000 to the General Scholarship Fund
$3,000 to the Porter Robbins Scholarship

Information Technology Services

To reduce technical debt and improve system agility, we are executing a Banner de-customization roadmap. This effort includes a full inventory of customizations across Banner and Argos, identification of vendor-delivered functionality that can replace custom code, and phased implementation of standard features. These actions will minimize upgrade risks, lower maintenance costs, and align our systems with best practices.

We are also developing a multi-year technology refresh plan to ensure sustainable lifecycle management for classroom and enterprise systems. This plan will categorize equipment by age and condition, outline upgrade priorities, and include contingency strategies for emergency replacements. By proactively planning for future needs, we are positioning the institution for long-term financial stability and operational resilience.

Finally, we are reviewing our IT budget and resource allocation strategies to align with institutional goals. This includes evaluating staffing and skill gaps, auditing traffic patterns in key facilities, and engaging stakeholders for feedback. These steps will inform a tiered budget model that supports both immediate priorities and long-term strategic objectives.

Through these initiatives, SUNY Schenectady is advancing its strategic goals of enhancing the student experience, strengthening organizational effectiveness, and ensuring financial sustainability. Our work this month reflects a commitment to building a secure, efficient, and future-ready technology environment that supports academic excellence and institutional success.

Marketing and Public Relations

Marketing is supporting an Adult Learners Instant Admit Night, hosted by Admissions on December 9. A paid advertising campaign, paid and organic social media, outdoor LED entrance sign messaging, and web promotions run in conjunction with outbound emails and text message communications plans from Admissions.

News Channel 10 featured the new Enhanced AT-CTI program with a tour of the new ATC Simulator Lab, and included interviews with Aviation Professor Barb Jones and ATC student Matthew Brooder. Coverage included evening and morning news slots as well as an online article and social media posts: https://www.news10.com/news/suny-schenectady-students-eager-to-join-faa-despite-shutdown/

Student Affairs

Food Pantry Data
  o Distribution of food and pantry items: 9,000 items value: $28,000
  o 104 Thanksgiving Meal Bags will be given out next week.
  o We've already seen a 10% increase in visits from Fall 2024 vs Fall 2025 and it's not the end of the semester yet.

Workforce Development and Community Education

The WFD&CE team is working on an application for Green Energy to the NY Power Authority (NYPA) for a two-year grant that was submitted on November 28, 2025.

PRESIDENT'S OUTREACH

President & Mrs. Moono hosted Dr. Denis Manor, Dr. Craig Peterson and Dr. George Vassolas and their spouses to dinner at Casola.

President Moono and Vice Chancellor of Community Colleges, Valerie Dent, at her recent visit to campus.

President & Mrs. Moono enjoying the support pigs at the LNAP event on November 20, 2025.